

CGI 2021 UK Gender Pay Gap Report

We continue to make strides in reducing our gender pay gap at CGI in the UK, and are conscious that sustaining a focus on diversity, equity and inclusion is key.



With these latest gender pay gap results for 2021, we can report another year of good progress with a further reduction in the difference between the mean and median rates of pay for males and females at CGI in the UK. Our headline pay gap figures now stand at 8.0% and 11.4% for our mean and median pay gaps, compared to 9.3% and 12.4% for April 2020.

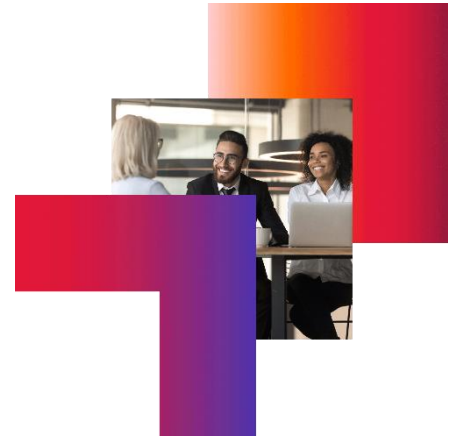
At CGI we continue to focus on improving female representation within our business and supporting female progression by pay and seniority levels. While some of our plans were disrupted by the unusual circumstances of 2020 and the pandemic, I am pleased that our continued focus on member* promotion strategies, with a particular emphasis on supporting female progression, is having a positive effect.

Promoting diversity, equity and inclusion remains central to our people plans in CGI. We are committed to providing an environment in which all members have an equal opportunity to fulfil their potential. I'm pleased that with this latest annual report we are showing further progress, but there is much still to do.

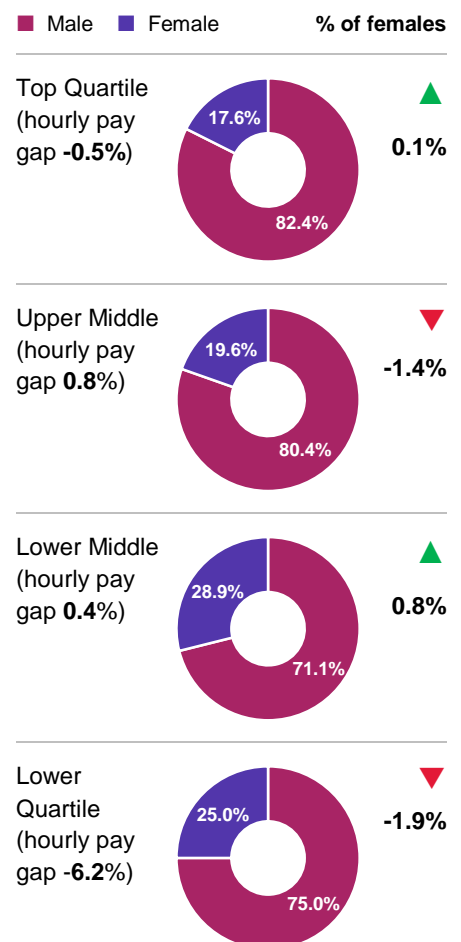
Tara McGeehan
President, CGI UK & Australia

The following shows data as of the snapshot date of 5 April 2021 compared to our 2020 data.

	2021	vs	2020
CGI Mean Gender Pay Gap	8.0%	▼	1.3%
CGI Median Gender Pay Gap	11.4%	▼	1.0%
Mean Bonus Pay Gap	11.8%	▼	20.7%
Median Bonus Pay Gap	15.1%	▼	3.0%
Percentage Receiving a Bonus	Female	82.7%	▲ 3.7%
	Male	80.7%	▲ 0.8%



Proportion of male & female employees in each pay quartile (vs 2020)



* As a company with a unique ownership culture, we call our employees 'members' as the majority are shareholders in their company.

Understanding CGI UK's Gender Pay Gap

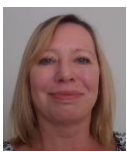
Overall, we've seen a reduction in the mean and median pay gap figures of 1.3% and 1.0% respectively, versus the 2020 results. This reflects sustained improvement since our first report in 2017. This year the bonus pay gap has narrowed once again, continuing the trend we've seen in the last three years.

A look at representation by quartile shows a small increase in female representation in the highest pay quartile and a decrease in the lowest pay quartile.

We've also seen an increase in representation in female student joiners across the business, supported by targeted efforts to ensure we are an attractive employer to female candidates. This higher proportion of female students joining the business is positively impacting female representation.

We continue to strive for a more representative workforce at all levels within our business. One of our areas of focus to deliver this outcome is to encourage and support more females to seek and achieve promotion. In the last year we've increased the frequency of promotion rounds, and our analysis shows that females have been promoted at a higher rate than in the previous year.

Culturally, both internally and externally, our commitment to promoting and recruiting a diverse workforce remains strong. Our initiatives include actively supporting STEM subjects in the community – and quickly adapting to continue these efforts during the COVID lockdown, extensive publicity and engagement across all our networks (women, LGBTQ+, BAME, parenting, part-time, disability and neurodiversity networks), buddying programme for new women joining the organisation to quickly expand networks, activity in support of International Women's Day, encouraging unconscious bias training for all hiring managers, mentoring/coaching sessions for females seeking promotion, and others. Our emphasis on this area will be sustained as we move into next year.



"It was refreshing to join CGI which has a balanced and inclusive mix of members along with a culture which not only encourages, but encompasses, inclusion and diversity. Our International Women's Day celebrations are one of my favourite events, where we recognise the founding female contributors to the Information Technology Industry. I'm proud to work for a company that is actively working to close the gender pay gap and evidences this through the gender balance in every part of the organisation."

Amy Walker, Senior Service Delivery Manager



"Support from within the company and self-confidence is crucial in stepping up the ladder for success. I was able to climb that step with a lot of support from my managers, encouraging colleagues, and inspiring success stories of women in leadership roles in CGI.

CGI creates the environment to pursue our dream roles aided by tools, training and encouragement. I am proud to be part of it."

Rashmi Gopalakrishna, Principal Agile Engineer

Statutory Disclosures

I confirm that the data in this report has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

About CGI

Insights you can act on

Founded in 1976, CGI is among the largest IT and business consulting services firms in the world.

We are insights-driven and outcomes-based to help accelerate returns on your investments. Across hundreds of locations worldwide, we provide comprehensive, scalable and sustainable IT and business consulting services that are informed globally and delivered locally.

For more information

Visit cgi.com/uk

Email us at enquiry.uk@cgi.com